

Race Relations (Amendment) Act 2000

MPS Action Plan

Strategic Links:

- **Stephen Lawrence Inquiry Report and recommendations**
- **Metropolitan Police Authority**
- **Ministerial Priority for 2001/2 to 'increase trust and confidence in policing amongst minority ethnic communities'**
- **Mission, Vision and Values**
- **Commissioners Leadership Challenge**
- **Diversity Strategy**
- **Virdi Inquiry Recommendations**

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Responsibility for Outstanding Actions	Action Ref.
Members of RR(A)A Steering Committee	1.3, 1.4, 1.5, 1.6, 7.4
Fran Smith, DCC4	3.6, 5*PG, 6.2, 6.3, 6.4, 10.20, 13
Carl Bussey, DCC4	1.5.1, 13, 13.17
Dave Wilkinson, Policy Clearing House	3.3, 3.4, 3.5, 3.9, 4.1, 5.4, 6.4
Terry Devoil, Diversity Training	8.3, 8.4, 8.5, 8*PG
Richard Callegari, HR Directorate	9 & 10 specifically 9.2, 9.6, 10.13, 10.19, 11.4
Start Low, Training Directorate	9.16, 9.17, 10.9, 10.10
Esme Crowther, DCC8(7)	10.1.1, 10.3, 10*PG
Denise Milani, DOIT – DCC6	11*PG

1. Meeting the General and Specific Duties: eliminate unlawful racial discrimination and to promote equality of opportunity and good relations between persons of different racial groups.

Action Ref.	Action	Responsibility	Time scale	Progress/comment
1.3	Continue to identify how we can mainstream race equality	All within SC	Ongoing	<ul style="list-style-type: none"> • Report examining relationship of excellence model & Borough Inspections complete, avail. On PRS Intranet site. • Diversity E.M being used in SO, DOI, Westminster. • Employment: Recruitment Task Force under AC Hogan Howe created. Retention Strategy published. Fairness at Work policy due Sept 2002.
1.3.1	Use CREs performance guidelines for police forces to measures outcomes of activity under RES and to identify new activity	Fran Smith, DCC4	Ongoing	<ul style="list-style-type: none"> • CRE's non statutory performance guidelines for police forces & authorities circulated to RR(A)A SC members 6/9/02 • Further action identified and fed into this plan. These actions identified with suffix 'PG' (as in performance guidelines)
1.4	Continue to identify the means by which the MPS eliminates racial discrimination	All within SC	Ongoing	
1.5	Continue to identify the means by which the MPS promotes equality of opportunity	All within SC	Ongoing	
1.5.1	Consider Procurement and promotion of EOP	Carl Bussey, DCC4	Awaits	<ul style="list-style-type: none"> • Procurement Strategies (involving poss. of positive action) to be further discussed with MPA • Performance guidelines suggest an outcome as the setting of 'high standards'. See also the evidence needed to show reaching this outcome
1.6	Continue to identify the	All within SC	Ongoing	

means by which the MPS promotes good race relations between persons of different racial groups			
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2. Publish a Race Equality Scheme – COMPLETED

3. Identifying policies relevant to the performance of the General Duty

Action Ref.	Action	Responsibility	time scale	Progress/comment
3.3	Identify list of MPS functions and policies	Policy Clearing House & Strategic Policy Committees Dave Wilkinson, PCH	Sept 2002	<ul style="list-style-type: none"> Each SPC owns, reviews & commissions new policy. The 2,700 identified pieces of policy will be divided between the 16 committees according to their remit. Membership, meeting dates & TOR will be published by PCH
3.4	Identify those functions and policies relevant to general duty and prioritise reviews over three years	PCH & SPCs	Sept 2002	<ul style="list-style-type: none"> Each SPC will review their list of policies, assess them for relevance and prioritise them. Incl. review for fitness for purpose & other constraining legislation. Functions should be prioritised according to the relevance of the function to racial equality. Relevant' means 'having implications for' (or affecting) race equality. A function or a policy will be relevant if it has, or could have, implications for race equality. Once an assessment has been made this should be reviewed every three years. Frequency within 3 years decided by SPCs Arrests, summons, FPNs, bail & detention, cautions & other case disposals, deaths in custody, police complaints, reports of racist incidents & outcomes,

		Dave Wilkinson, PCH		<p>stop & search will be addressed in first phase of reviews.</p> <ul style="list-style-type: none"> HR policies undertaking similar review
3.5	Identify who is responsible for health checks and compliance with RRAA legislation	SPCs & PCH Dave Wilkinson, PCH	31/5/02	<ul style="list-style-type: none"> Role of SPCs, PCH & Corporate Policy Development Framework includes mechanism for 'healthcheck' on RR(A)A
3.6	Develop a template for identifying policies relevant to the General Duty.	Fran Smith, DCC4	July, 2002	<ul style="list-style-type: none"> The 'ACPO General Police Framework for Audit' checklist amended by HR team at NOF to include RR(A)A Checklist to identify policies/develop policies compliant with RR(A)A drafted, sent to CRE for views 16/8/02. Proposal to include these in policy developers manual.
3.9	Identify gaps in functions and policies in order that they can be reviewed	SPCs & PCH Dave Wilkinson, PCH	Sept 2002-5	<ul style="list-style-type: none"> Policies will be identified, prioritised and reviewed

4. Assessing and consulting on the likely impact of proposed policies

Action Ref.	Action	Responsibility	time scale	Progress/comment
4.1	Identify current position for assessing and consulting on policies.	SPCs & PCH Dave Wilkinson, PCH Chas Bailey, Corporate	End Sept 2002 Awaits	<ul style="list-style-type: none"> PCH implementing Corporate Development Process through SPCs and Policy Units, and agreeing go live dates with both prior to end of Sept 2002, where all policy developed under corporate framework, including compliance with RR(A)A. Checklist to comply with proposed policy developed to go in policy developers manual. MPA led Best Value Review of Consultation recommendations are being implemented. Community consultation is a key element. Strategic

		Planning, Julia Smith, MPA		<p>Consultation Strategy for MPA/MPS due early 2002. It will set out what/when/how to consult. This will include consulting on impact of proposed policies. See also results of GLA Review of Equalities, which should include community consultation.</p> <ul style="list-style-type: none"> • Consider widest sense and identify groups not prev. consulted e.g.: Asylum seekers, Travellers, Women, Small self-help groups, ethnic minority businesses etc. Also need to keep under review the strategic organisations with which they regularly consult
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5. Arrangements for monitoring policies for adverse impact

Action Ref.	Action	Responsibility	Time scale	Progress/comment
5.4	Identify a corporate monitoring procedure.	<ul style="list-style-type: none"> • Fairness (external) Work Group of Diversity Forum • SPCs & PCH - DW 	July 2002 onwards	<ul style="list-style-type: none"> • Implementation of Borough disproportionality measures undertaken by DCC4 (Bruce Frenchum, Isp) for Forum • Policy Units in developing policy on behalf of SPCs will develop monitoring plan. Guidance in RES.
5*PG	Ensure systems capture satisfaction with services, confidence, use of services, service outcomes, complaints re services., respect for commitment to EOP & good relations	Fran Smith DCC4	Awaits	<ul style="list-style-type: none"> • Link to 4.1

6. Arrangements for publishing the results of assessments, consultation and monitoring

Action Ref.	Action	Responsibility	Time scale	Progress/comment
6.2	Identify corporate guidance as a lead for MPS, policy heads and Borough Commanders	DCC4 Fran Smith, DCC4	Oct 2002	<ul style="list-style-type: none"> Link to overall Communication Strategy for Act. Publication Scheme under FOIA Act seen as most likely corporate vehicle.
6.3	Ensure RES forms part of Annual Policing Plan	DCC4/CDG Fran Smith, DCC4	Oct 2002	<ul style="list-style-type: none"> Contact with Corporate Planning made 15/8/02, front end entry and possible summary of progress on RES as an annex
6.4	Identify system to collate all proposed policies assessed, consulted and monitored for publishing	PCH Fran Smith, DCC4	Sept 2002	<ul style="list-style-type: none"> PCH will hold corporate database of policies, with each policy unit maintaining their list and updating the PCH

7. Public access to information and services

Action Ref.	Action	Responsibility	Time scale	Progress/comment
7.4	Continue to identify new methods of improving access to information and services within communities	All within SC	Ongoing	<ul style="list-style-type: none"> ◆ Link: Freedom of Information Act Ideas for this are available from a number of sources. The MPS may wish to consider a brainstorming session on access possibly inviting other external agencies such as Refugee Council and the Kings Fund to share their experiences. The role of interpreters needs to be specifically addressed and their contribution towards widening access recognised and improved upon. Borough hate crime prevention forums being created, MPA considering a pan London forum. Contact made with FOIA Team re their actions to ensure access to information under the Act.

8. Arrangements the MPS has for training staff in connection with the duty to promote race equality.

Action Ref.	Action	Responsibility	Time scale	Progress/comment
8.3	Incorporate ASAP the amendments into the CRR introduction, to be given by local SMT when opening the workshop.	DTSU DCI Devoil	October 2001	<ul style="list-style-type: none"> Awaits implementation date from DTSU. DTSU to advise on briefings required for CRR trainers on the Act.
8.4	Identify awareness training options and any necessary variations required through a Training Needs Analysis according to rank/grade/role.	DTSU DCI Devoil	1/5/02 July 2002	<ul style="list-style-type: none"> Paper to Commander Loughborough on training requirements for Act on 23/5/02 CRE Code of Practice & Training Guidance awaited
8.5	Identify any need for frequency of training	DTSU DCI Devoil	Nov 2001	<ul style="list-style-type: none"> As 8.4
8*PG	Ensure staff know their responsibilities under the Act and play an active role in promoting race equality	DCC4 Fran Smith/Carl Bussey		<ul style="list-style-type: none"> Link to Communication - 13

9. Employment: monitoring by reference to racial group (a) staff in post and (b) applicants for employment, training and promotion.

Action Ref.	Action	Responsibility	Time scale	Progress/comment
9.2	Identify gaps in data monitored for staff in post	Workforce Planning Richard Callegari	March 02	<ul style="list-style-type: none"> Review of and action on self-assessment by ethnicity shows. 200 civil staff with no ethnic self-classification. WFP written to individuals, full data anticipated end Aug. Data reflected in monthly Workforce Data Report. Traffic Wardens – 7 o/s classifications, MSC-657 staff, database 50-60% known, going onto METHR, capture by March 2003. PCSOs currently a

				manual system, as with VCC
9.6	Ensure gaps in data monitored for applicants for <u>jobs (includes recruitment, selection and promotion)</u> are dealt with and incorporated into existing data collection mechanisms and publications	HR Selection Richard Callegari	Sept 2002	<ul style="list-style-type: none"> • Central Recruitment – PCs, civil staff incl. MSC & TWs, senior staff – HR Selection holds ethnicity data on call centre enquirers and on completed application forms. METHR to produce data from Apr 2003 • Local recruitment/civil staff level transfers – No monitoring, to be addressed by METHR. HR Selection considering process prior to METHR roll out • 6117 completed at application by individual, 6118 completed by recruitment/selection panels. Collated in HR Policy. Analysis now by HR Selection. METHR likely to remove need to complete 6117/8 as ethnicity captured at recruitment. • Police Promotion Assessment Centre – 6117 received by centre, forwarded to HR Policy. • Civil staff promotions – ethnicity data awaits METHR. HR Selection considering process prior to METHR roll out • Appeals – pre 2002 data held on MORSE
9.16	Identify gaps in data monitored for applicants for <u>training</u>	Supt. Low, Training Directorate	Awaits	<ul style="list-style-type: none"> • Training Directorate to co-ordinate service wide approach to capturing training applicant data and analysis.
9.17	Ensure gaps in data monitored are dealt with and incorporated into existing data collection mechanisms and publications	Supt Low, Training Directorate	Awaits	<ul style="list-style-type: none"> • Training Directorate to co-ordinate service wide approach to capturing training applicant data and analysis.

10. Employment: monitoring by reference to racial group: (a) those who receive training, (b) benefit or suffer detriment as a result of performance assessment procedures, (c) are involved in grievance procedures, (d) are subject to disciplinary procedures, (e) cease employment

Action Ref.	Action	Responsibility	Time scale	Progress/comment
10.1.1	Review current administration of Employment Tribunals with the MPS	DPS – re DPS matters DCC8(7) – re ETs thro' OCU Business Plan Esme Crowther, DCC8(7)	Awaits	<ul style="list-style-type: none"> As part of the recommendations of the Viridi Inquiry report, the review of the administration of ET's should occur to encourage <ol style="list-style-type: none"> Setting up a monitoring and good practice unit capable of early intervention and for alerting chief officers to highly sensitive cases, Removal of some of the responsibility for case management to suitably trained Personnel Managers who will work in close liaison with Borough Commanders Direct contact between Borough Commanders, Personnel Managers and MPS solicitors to encourage local management responsibility and the possibility for earlier resolution of cases.
10.3	Ensure gaps in data monitoring and/or analysis of grievances are incorporated	DCC8(7) & DPS PRU Esme Crowther	31/5/02	<ul style="list-style-type: none"> DPS PRU incl. Grievance monitoring/analysis in monthly management report. Reports submitted to DAC Hayman. Likely proposal is data collection goes to Fairness at Work Co-ordinator
10*PG	Ensure system to monitor ethnicity in grievances	DCC8(7) & DPS PRU Esme Crowther	Awaits	<ul style="list-style-type: none"> CRE performance guidelines indicate outcome should be 'no significant difference' Likely proposal is data collection goes to Fairness at Work Co-ordinator
10.9	Identify gaps in data monitoring and/or analysis of training (a) Central (b) Local	Supt Low, Training Directorate	31/5/02 Awaits	Core courses monitored See comments in RES
10.10	Ensure gaps in data monitoring and/or analysis are incorporated	Supt Low, Training Directorate	Awaits	
10.13	Ensure gaps in data monitoring and/or analysis of	Richard Callegari	31/05/02	<ul style="list-style-type: none"> Workforce data report shows 'wastage' by ethnicity & gender. Data analysed, executive summary issued to HR board members.

	dismissals are incorporated	Brian Gittins		<p>analysed, executive summary issued to HR board members.</p> <ul style="list-style-type: none"> Civil Staff – Manual system for recording disciplinary action Stage 1-4, incl. Dismissal introduced. PMs submit returns to Brian Gittins. METHR rollout will include direct recording onto system.
10.19	Identify system to ensure data monitored/analysed considered together to provide best impact on the barriers to recruitment, retention, progression	HR Sub Group Richard Callegari	March 2002	<ul style="list-style-type: none"> HR Board will receive analysed data through HR's Performance Scorecard and will make decisions regarding action, for ratification by HR Strategic Committee. <p><i>General Comments</i></p> <ul style="list-style-type: none"> DOIT leading on Active Career Development Programme (ACDP), 0-5 year support & development programme, and High Potential Development Scheme (HPDS). ACDP is 1-1 mentoring for VME officers from Insp-Supt. HR Training & Development introduced flexible needs co-ordinator. Professional Standards Strategy includes managing diversity & organisational/individual learning. Consultancy Group project 'identifying barriers' organising focus groups to discuss barriers to following specialist career path in TP/SO
10.20	Identify a strategy to deal with a potential negative response to further ethnic monitoring.	Fran Smith DCC4	Sept 2002	<ul style="list-style-type: none"> ♦ Action from HR Sub Group to publish Job Article on ethnic monitoring, with links to RR(A)A, METHR to explain to staff rationale for monitoring. Article being drafted 20/8/02

11. Employment: publish annually the results of monitoring at (9) and (10).

Action Ref.	Action	Responsibility	Time scale	Progress/comment
11.4	Identify different options for publishing the results as necessary	HR Sub Grp Richard Callegari	Sept 2002	<ul style="list-style-type: none"> HR Performance Scorecard capture much of data within 9 & 10
11*PG	Examine means of measuring staff satisfaction with force management and as an employer	DOIT	Awaits	<ul style="list-style-type: none"> Performance guidelines from CRE suggest as an outcome: staff from all ethnic backgrounds are satisfied with the way the force is run and say the force is a good employer

13. Communication of the Race Equality Scheme – link to training

Action Ref	Action	Responsibility	Time scale	Progress/Comment
13.1	Communicate RES to key staff:	DCC4	Overall Time Scale tba	<ul style="list-style-type: none"> • Link to training – see 8. • Notices 15/01, 23/02 & 27/02. Job article 24/5/02, Instruction Manual amended 26/10/01 • Poster being devised, mainly for internal use, but considering using for key partners.
13.2	Management Board	DCC4	13/7/01	<ul style="list-style-type: none"> • Briefed 13/7/01. Commissioner signed up to CREs Leadership Challenge, has action plan which links to RR(A)A. Deputy Commissioner leads day to day for the MPS. Chairs Diversity Strategy Board, RR(A)A standing agenda item.
13.3	Cluster Commanders	DCC4		<ul style="list-style-type: none"> •
13.4	OCU Commanders/Heads of Dept	DCC4		<ul style="list-style-type: none"> • OCU Commanders briefed 28/5/02 • Heads of Training School briefed Sept 2001 • HR SMT briefed 16/4/02 • Head Best Value briefed
13.5	Crime Managers/SIOs	DCC4		<ul style="list-style-type: none"> • TPHQ Policing Model Strand Leaders briefed 27/5/02
13.6	Borough Liaison Officers	DCC4		<ul style="list-style-type: none"> • RES provided at BLO meeting on 28/6/02
13.7	Human Resources Managers	DCC4		
13.8	QA Officers	DCC4		<ul style="list-style-type: none"> • Written brief to QA Conference 13/10/01
13.9	Civil Staff– general	DCC4		<ul style="list-style-type: none"> • Notices 15/01, 23/02 & 27/02. Job article 24/5/02, Instruction Manual amended 26/10/01
13.10	Police – General	DCC4		<ul style="list-style-type: none"> • Notices 15/01, 23/02 & 27/02. Job article 24/5/02, Instruction Manual amended 26/10/01 • CRR training/core training incls RR(A)A
13.11	Traffic Wardens	DCC4		
13.12	MSC	DCC4		<ul style="list-style-type: none"> •
13.13	VCC	DCC4		<ul style="list-style-type: none"> •
13.14	Community Based	DCC4 &	Dec	<ul style="list-style-type: none"> • Contact made 31/7/02. Induction days being devised. Diversity (incl.

	Volunteers	Helen Smith, Volunteers in Policing Co-ordinator	2002	RR(A)A) to be addressed by DCC4. Sign EOP of MPS.
13.15	PCSOs	DCC4	September 2002 onwards	<ul style="list-style-type: none"> • Contact point: C/I Wayne Chance. 50 Police CSOs begin training 2/9/02. Plans to recruit 500 by Apr 2003. ACPO lead Comdr. Bryan. Training to incl. Two day CRR, which will incl. RR(A)A & liabilities under Act.
13.16	Communication to key partners and Londoners	DCC4	31/5/02 & ongoing	<ul style="list-style-type: none"> • RES distributed to Mayor, MPA, CRE, LGBT AG, IAG, CPCGs, RECs, London Libraries, Media • Available on Internet, in 10 additional languages, in large print and in audio version
13.17	Borough Implementation	Carl Bussey, DCC4	Awaits	

Glossary of Terms

BCU	Borough Command Unit
C & D Act	Crime & Disorder Act
CDG	Corporate Development Group
DCC	Deputy Commissioners Command
DCC4	Diversity Directorate, <i>Racial & Violent Crime Task Force</i> , Metropolitan Police Service – lead on the Act within MPS
DLS	Directorate of Legal Services (Solicitors)
DOIT	Development & Organisation Improvement Team or DCC6
DTSU	Diversity Training Strategy Unit
DS AP	Diversity Strategy Action Plan
GD	General Duty of the Race Relations (Amendment) Act
HMIC	Her Majesty's Inspectorate of Constabulary
HR	Human Resources
I & R	Inspection & Review
MPA	Metropolitan Police Authority
MPS	Metropolitan Police Service
MPSCG	MPS Consultancy Group
PCH	Policy Clearing House
PG	Performance Guidelines (from CRE for police authorities and forces)
PRS	Performance Review & Standards
RES	Race Equality Scheme
RR(A)A	Race Relations (Amendment) Act 2000
SC	Steering Committee for implementing RR(A)A in the MPS
SD	Specific Duties
SLIR	Stephen Lawrence Inquiry Report & Recommendations
SPCs	Strategic Policy Committees